



NATIONAL SKILLS COALITION
Every worker. Every industry. A strong economy.

Aligned by Design: WIOA, Career Pathways and TANF

*Gateway to Opportunity: Improving
Parental Employment and Family
Well-Being Outcomes*

Washington, DC
September 1, 2015

Our Vision

We seek an America that grows its economy by investing in its people, so that every worker and every industry has the skills to compete and prosper.



Our Mission

- We **organize** broad-based coalitions seeking to raise the skills of America's workers across a range of industries.
- We **advocate** for public policies that invest in what works, as informed by our members' real-world expertise.
- And we **communicate** these goals to an American public seeking a vision for a strong U.S. economy that allows everyone to be part of its success.



Workforce Innovation and Opportunity Act (WIOA)

- Signed into law July 2014, replaces the Workforce Investment Act (WIA)
- Implementation began July 1, 2015
- Focus on alignment across federal workforce, education programs



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Four Titles, One Vision

- Six “core” programs include:
 - Title I – Workforce Development Activities (adult, dislocated worker, youth)
 - Title II – Adult Education and Family Literacy Act (AEFLA)
 - Title III – Wagner-Peyser Act (Employment Services)
 - Title IV – Rehabilitation Act of 1973 (vocational rehabilitation)
- WIOA establishes common performance metrics relating to employment, earnings, credential attainment, measurable skill gains, and employer effectiveness
- Maintains existing one-stop system infrastructure, but also encourages a range of new cross-program strategies to strengthen service delivery for jobseekers and businesses



WIOA and TANF – Key Areas of Alignment

- State unified or combined plans
- One-stop partnering
- Sector partnerships
- Career pathways
- Priority of service requirements
- Work-based learning



State Planning

- States must develop either a unified plan that includes the core programs funded under WIOA, or a combined plan that includes not only the core WIOA programs but also one or more additional federal programs, such as TANF.
- Federal agencies recently released ICR covering required state plan elements; comments due October 2015
- TANF should be included in the planning process from the outset to help define TANF's role in achieving the state's goals, and to identify and address potential barriers to collaboration.



One-Stop Partnering

- WIOA establishes TANF as mandatory one-stop partner – must provide access to services, contribute to costs of operation (though governor can opt TANF out)
- Local plan, MOU can include operational elements such as shared assessments, case management systems, cross-training of program staff to support TANF participants



Sector Partnerships

- WIOA emphasizes the creation and use of industry or sector partnerships, which bring together stakeholders connected to local industries to develop short- and long-term workforce strategies in those industries.
- TANF programs should be included in local sector partnerships in order to engage employers and ensure that TANF participants can access emerging job opportunities.



Career Pathways

- WIOA requires states and local areas to develop career pathways - a combination of education, training, career counseling, and support services that align with the skill needs of industries.
- TANF should be engaged in developing and implementing career pathways models, to ensure that they are responsive to the employment and educational needs of TANF recipients and other low-income individuals.
- In addition to training activities, TANF and WIOA funds can also be leveraged to provide supportive services where appropriate



Priority of Service

- WIOA includes enhanced “priority of service” requirements to ensure that recipients of public assistance and other hard-to-serve populations are able to access services through the AJC system.
- TANF should work with workforce development boards and AJC operators to develop and implement new priority of service policies, and ensure that TANF recipients are prioritized under such policies



Work-Based Learning

- WIOA strengthens the workforce system's focus on work-based training strategies for adults and youth with barriers to employment, including on-the-job training, subsidized employment, and work experience.
- Some TANF agencies have recent experience with such programs for disadvantaged workers, and can assist WIOA agencies in implementing them.
- State and local planning efforts should identify areas where WIOA and TANF resources can be aligned to support and expand these efforts.



WIOA: Key Dates

- **July 1, 2015:** WIOA implementation begins
- **January 22, 2016:** Final regulations published
- **March 3, 2016:** Unified or combined state plans due



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